

ANNUAL PUBLIC FILE REPORT

JUNE 2007- MAY 2008

KBLR Las Vegas Telemundo

1. List all full-time job vacancies filled by any station covered by this report during the past year:

- Financial Analyst (1)
- Sales Account Executives (2)
- News Reporter (1)

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

3. In total, how many interviewees did the station interview for all the full-time job vacancies identified in response to Question 1?

- Financial Analyst – 3
- Sales Account Executives – 2 (Internal Promotions. Positions not posted)
- News Reporter - 5

There were a total of 10 interviewees for the full-time job vacancies identified this year. The two sales account executives were “promotions / transfers” from NBC/Telemundo’s Sales CLP Program.

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station?

Name of Recruitment Source	Total number of interviewees referred during year
GEAREERS.COM	10

5. Please summarize the station’s (or station group’s) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated, the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative, and a short summary of the nature and extent of the station’s participation in each initiative.

JOB FAIR PARTICIPATION

KBLR regularly participates in minority job fairs and events. Representatives of KBLR participated in a number of job fairs during the reporting period. Also, human resources management members from NBCU and Telemundo represented KBLR at a number of Job Fairs in other regions.

- National Association of Hispanic Journalist (NAHJ) Convention and Job Fair – June 13 to June 15, 2007 (attended by Enrique Caballero)
- Asian American Journalist Association (AAJA) Job Fair – August 1st & 2nd 2007 (attended by Olavo Salcido)
- Bolsa de Trabajo Job Fair – Oct 11th 2007 (attended by Gustavo Cedillo, Juan Nieto and Rudy Boris of KBLR)
- Diversity Career Expo Feb 2008 (Local event in Las Vegas) – attended by Juan Nieto and Gustavo Cedillo of KBLR)
- La Oportunidad Expo (KBLR event/) at Cashman Center – May 10, 2008

TRAINING PROGRAM

A Number of KBLR Employees were able to attend different training classes, seminars and opportunities during this 12 months period. The different training opportunities are listed here:

- John Paul Martinez (HR) – attended the 2007 HR Development Forum-Americas – Building HR Expertise to Support Global Growth / July 2007
- Carlos Sanchez (GM) – Attended GE's Hispanic Forum Leadership Summit – Investing in your Future / November 2007
- Carlos Monroy (Sales Account Exec)- Attended the annual Telemundo Sales Training for Account Execs in Hialeah/Miami – Feb 4th – 8th 2008
- Gustavo Cedillo (Marketing), Carlos Caldera (Commercial Producer), Juan Nieto (Office Manager), Brett Gentry (Creative Services) and Beatriz Fernandez (Master Control) attended the Apple Sessions Computer Training. These are on a weekly basis and the sessions started on April 2007.
- HR Conducted a training program with KBLR management addressing Performance, Expectations and Employee Evaluations.
- GE MY LEARNING (online-portal) via our Human Resources Department for all KBLR employees which included “Spirit and Letter” a course encompassing issues related to integrity, EEO training, compliance standards and environment health and safety.
- HR Director offered the Lunch and Learn Seminars during the first and second Quarters of 2007. All employees were invited to attend.

INTERNSHIP PROGRAM

As in previous years, KBLR continued to implement an internship program for the Summer time period of 2007. Students from local Universities / Colleges who are pursuing degrees within Communications, TV Industry, and or Sales / Marketing are encouraged to participate in KBLR's Internship Program.

- KBLR welcomed Cesar Gutierrez during the summer of 2007. Cesar worked as a Communications and Public Relations interns for KBLR's Marketing Team.

COMMUNITY INVOLVEMET AND EMPLOYMENT OUTREACH

KBLR continues to be deeply involved in its community of license and the surrounding area, which also extends KBLR's outreach efforts. KBLR has participated in the following community events.

- Feria Telemundo (KBLR Event) – June 2007
- Fiestas Patrias - Sept 2007
- Telemundo's Copa Gobernador (KBLR event) – Sept 16, 2007
- Chivas vs America Game and Fair at Del Sol High School – Oct 2007
- Festival de los Reyes Magos – Jan 6, 2008
- Diversity Career Expo Feb 2008
- Copa Telemundo (KBLR event) at Kellog Zaher Park – May 3, 2008
- La Oportunidad Expo (KBLR event) at Cashman Center – May 10, 2008

Additionally, KBLR continues to air sixty-second "Community Calendars" in a weekly basis providing information on job fairs and agencies seeking bilingual staff within the Vegas region.

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR _____

Job Title: _____ Finance Analyst _____

Date Job Filled ____ Feb 2008 _____

Recruitment Source

That Referred

Ultimate Hire: _____ WWW.NBCUNICAREERS.COM _____

Total # of interviewees: _____ 6 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
GE Careers	www.gecareers.com			NO
NBC Careers	www.nbcunicareers.com			NO
UNLV Career Link	UNLV Career Services		702-895-3928	NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR _____

Job Title: _____ Sales Account Manager _____

Date Job Filled ____ July 07 (Internal Move) _____

Recruitment Source
That Referred

Ultimate Hire: _____ www.gecareers.com _____

Total # of interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
GE Careers	www.gecareers.com			NO
NBC Careers	www.nbcunicareers.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR _____

Job Title: _____ Sales Account Manager _____

Date Job Filled ____ December 2007 (Internal Move) _____

Recruitment Source

That Referred

Ultimate Hire: _____ www.gecareers.com / Internal Referral _____

Total # of interviewees: _____ 1 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
GE Careers	www.gecareers.com			NO
NBC Careers	www.nbcunicareers.com			NO

JOB VACANCY RECRUITMENT SOURCE DATA FORM

Station: _____ KBLR _____

Job Title: _____ News Reporter _____

Date Job Filled ____ March 2008 _____

Recruitment Source
That Referred

Ultimate Hire: _____ www.gecareers.com _____

Total # of interviewees: _____ 5 _____

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this Source Requested Notices?
GE Careers	www.gecareers.com			NO
NBC Careers	www.nbcunicareers.com			NO